

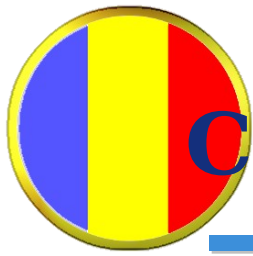
# U.S. Army Accessions Command

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## ***U.S. Army Accession Command Information Brief for Recruiting Research Consortium***

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# Compelling Rationale for Change

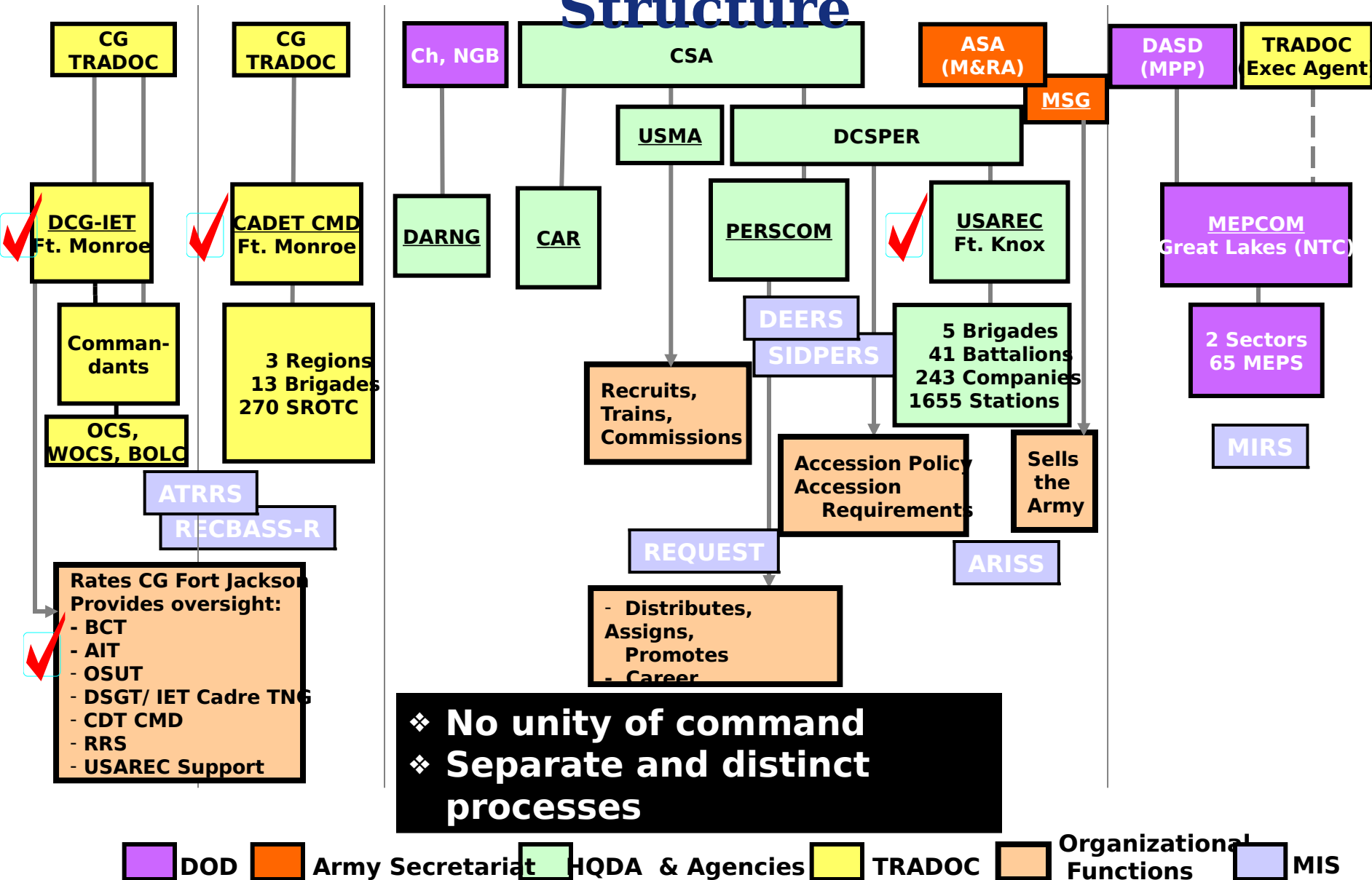
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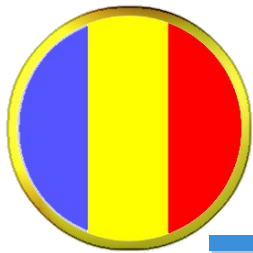
- **Limited unity of command and effort across the Accessions process**
- **Lack a single voice for Accessions process**
- **Costly to Army readiness (personnel and dollars)**
- **Contemporary operating environment demands a more efficient system to meet the requirements of the Army**  
**(Right soldier, Right time, Right place, Right competencies)**
- **Redundant efforts drive inefficient use of resources**
- **Limited integration of officer, warrant officer and enlisted accession strategies**

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# Complexity ~ The Current Accessions Structure





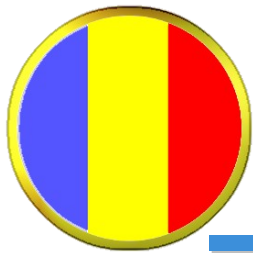
# Leadership's Conclusion

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- The Army can be more efficient about how it attracts, trains, and retains the soldiers and leaders necessary to meet requirements
- The Army must execute a quantum leap from a diffused Cold War model of accessing and training to a seamless, timely, and relevant model of professional soldier and leader accessions and development
- Soldiers must feel, immediately upon first contact, that they joined a professional organization and must become inculcated with our values, culture, traditions, and standards

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# The Army is People: AAC the First Step

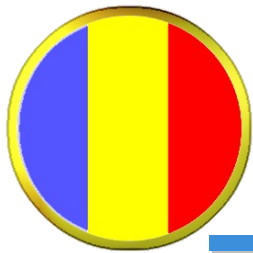
**The Army has a non-negotiable contract to fight and win the Nation's wars**

- It must perform this mission with substantively different (legacy, interim, and objective) forces
- To man this force we must:
  - Attract high quality volunteers
  - Identify their first unit of assignment
  - Provide competency based assignment oriented training to move individual soldiers from 78% to better than 95% of critical tasks in the institution
  - Turn them into confident, adaptive, and creative soldiers and leaders trained to consistent standards who will improve their unit's readiness immediately upon arrival



***Army Accessions Command - designed to meet the human resource needs of the Army***

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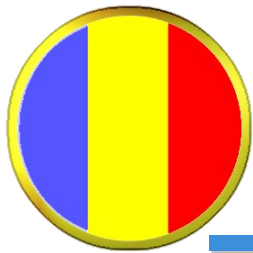
# Command Mission

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**The US Army Accessions Command provides integrated command and control of the recruiting and initial military training of the Army's officer, warrant officer, and enlisted force transforming volunteers into Soldiers, leaders, and team members inculcated with Army values, meeting the high standards and manpower requirements of the Army. Additionally, USAAC leads the transformation of Army Recruiting and Initial Military Training programs to optimally support Legacy, Interim, and Objective Forces within the Army.**

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# Core Competencies

- Access the required officer and enlisted personnel for the Army and Army Reserve
- Provide officer and enlisted initial military training for Active and Reserve components
- Train Recruiters, Drill Sergeants, and other IMT cadre
- Develop pre-commissioning policy and establish pre-commission training tasks for ROTC, OCS, USMA, and WOCS
- Command and control enlisted BCT; oversight of One Station Unit Training (OSUT) and Advanced Individual Training (AIT)
- Command and control one-site Basic Officer Leadership Course (BOLC) Phase 1
- Executive agent for the US Military Entrance



Accessions  
Command



Recruiting  
Command



Cadet  
Command



USATC  
Fort Jackson



Officer  
Candidate  
School



Drill Sergeant  
School

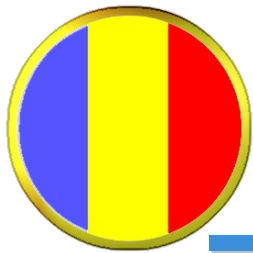


Recruiting  
& Retention  
School



Warrant Officer  
Candidate School

One-Site  
Basic Officer  
Leadership  
Course  
(Phase 1)



# AAC Strategic Objectives

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- **Integrate**

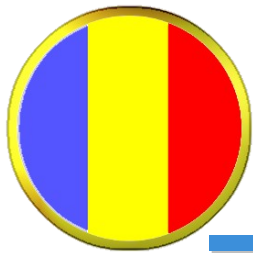
- Provide Unity of Command for all recruiting and initial military training requirements
- Develop, and then maintain, seamless transitions between recruiting, processing, reception, training, and the operational Army
- Leverage talent and energy across combined organizations to improve business practices

- **Access**

- Integrate recruiting for all Army soldiers and leaders
- Dramatically enhance the effectiveness of recruiting tactics, techniques, and procedures to ensure a prospect's first contact is with a professional soldier, knowledgeable of all Army opportunities, equipped with the best tools, and who exemplifies the profession of soldiering

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# AAC Strategic Objectives

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- **Train**

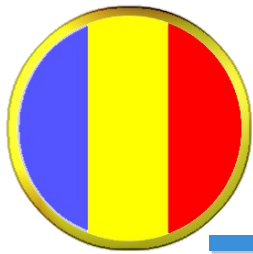
- Advance the effectiveness of training by incorporating state-of-the-art training technologies and methodologies for both Initial Military Training and Cadre
- Establish assignment oriented training to reduce soldier development time and produce a team member with a higher level of competency able to contribute to the assigned unit upon arrival

- **Sound Business Practices**

- Continue to improve upon existing practices by using proven and emerging methods from the commercial sector
- Leverage technology to improve current practices
- Establish relationships between the major market factors and their effects and causes to Officer and Enlisted enlistments

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# AAC Strategic Objectives

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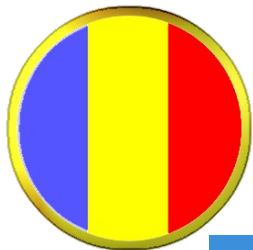
- **Standards & Readiness**

- Establish consistent standards across the training base
- Ensure Officer and Enlisted enlistments maintain Army Readiness

- **Support**

- Develop an integrated strategic communications plan that significantly improves our connection with America informing them of the opportunity to serve in the Army
- Leverage internal and external partners through extensive outreach that moves individuals and organizations to become a member of the team
- Reengineer the accessions information systems to provide increased flexibility and responsiveness for decision makers and reduce errors in information flow
- Establish quality assurance to fully accredit initial military training institutions
- Develop an integrated accessions research system that supports

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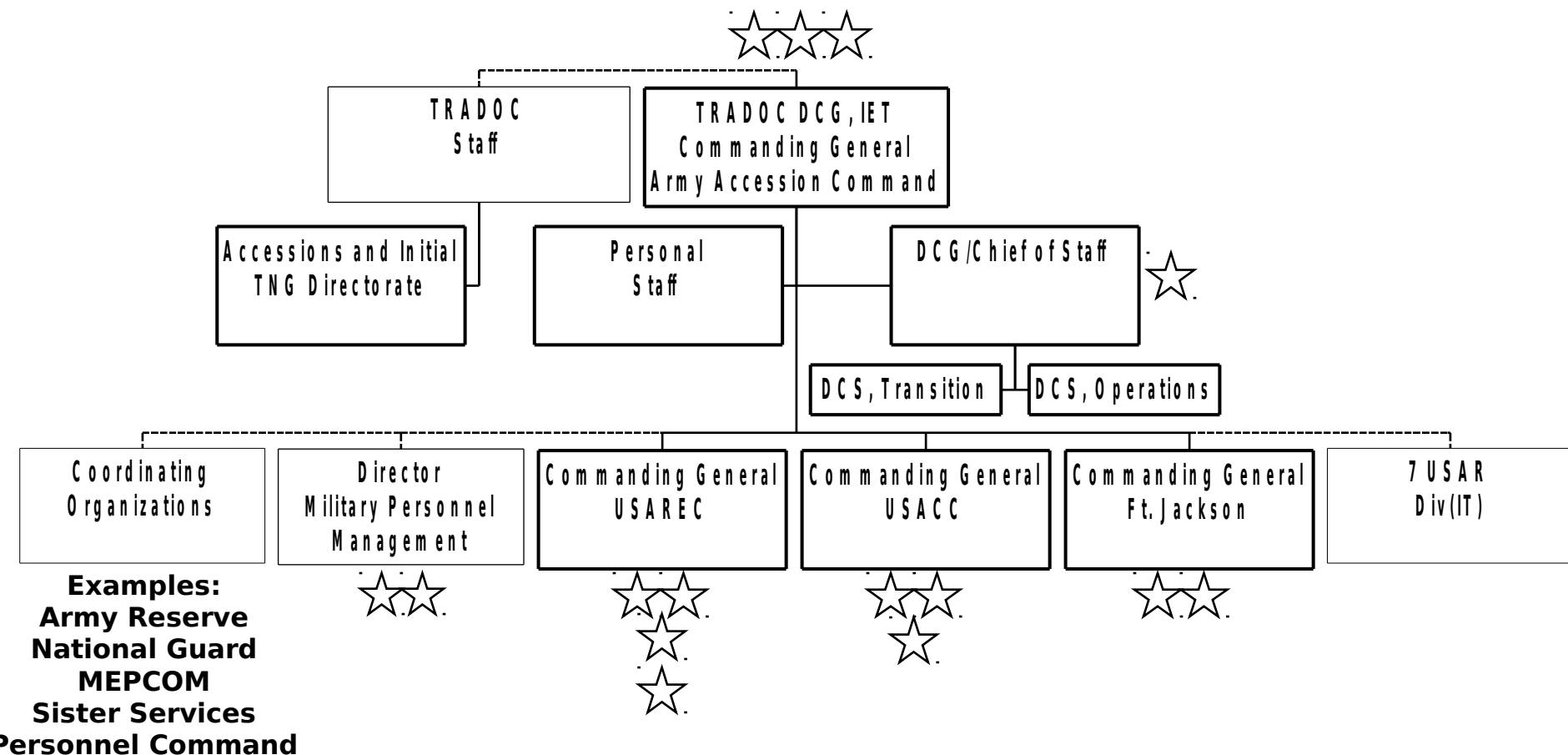
# Initial AAC Structure

(Phase I - GO #1 15 Feb 02)

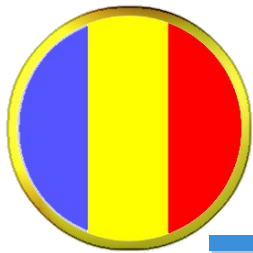
Phase I (15 Feb 02)

Phase II (1 Jul 02)

Phase III (1 Oct 02)



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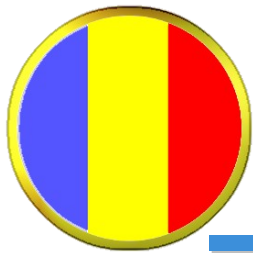
# Strategic Payoffs

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- Has an immediate effect on Army readiness
- Puts the Army at the leading edge in Human Resource and Training Development
- Produces a more competent soldier/leader tailored to meet the specific requirements of the legacy, interim, and objective forces
- Synchronizes previously disparate organizations with unity of command and purpose
- Enables and promotes rapid transformation
- Supports Army's and TRADOC's

AAC- first step in  
tra TRADOC's mission to  
sustain force readiness

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# Questions?

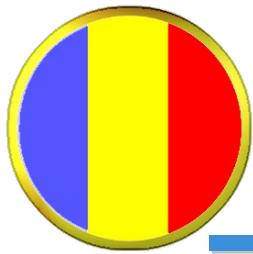


**COL Critz Hardy-(757) 788-4**  
USAAC Acting Chief of Staff/Chief USAAC T

**LTC Chris de Graf (757) 788-**  
USAAC & DCG-IET Executive Officer

**LTC Rick Ayer (502) 626-032**  
USAAC Knox Strategic Analyst

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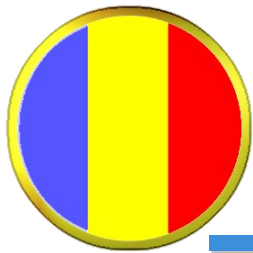


# Mission

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Conducts research, development, tests and experimentation (RDT&E) in recruiting, leader development, initial military training, and related areas. Additionally, responsible for change management within the command. Explores and experiments with emerging technologies for recruiting and IMT. Directs Army R&D effort in accessions process. Monitors and provides quality control for tests and experiments in recruiting, leader development and IET. Analyzes the accession process for officers, WO and enlisted. Conducts futures research, market analysis, retention/training trends, and demographic

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# Former Accessions Battle Lab

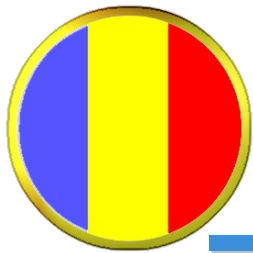
## Naming Conventions

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- **Accessions Research, Analysis & Evaluation Center**
- **Center for Human Innovations**
- **Soldier and Leader Innovation Center**
- **Human Research and Development Center**
- **Center for Soldier Insight**
- **Accessions Research Center**
- **Accessions Research and Innovation Center**
- **Accessions Research, Development, and Innovation Center**
- **Accessions Transformation Research and Innovation Center**
- **Center for Accessions Research and Manpower Analysis**

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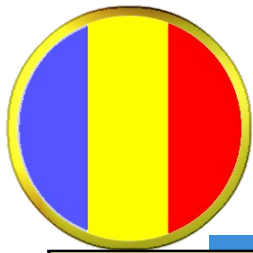


# Functions

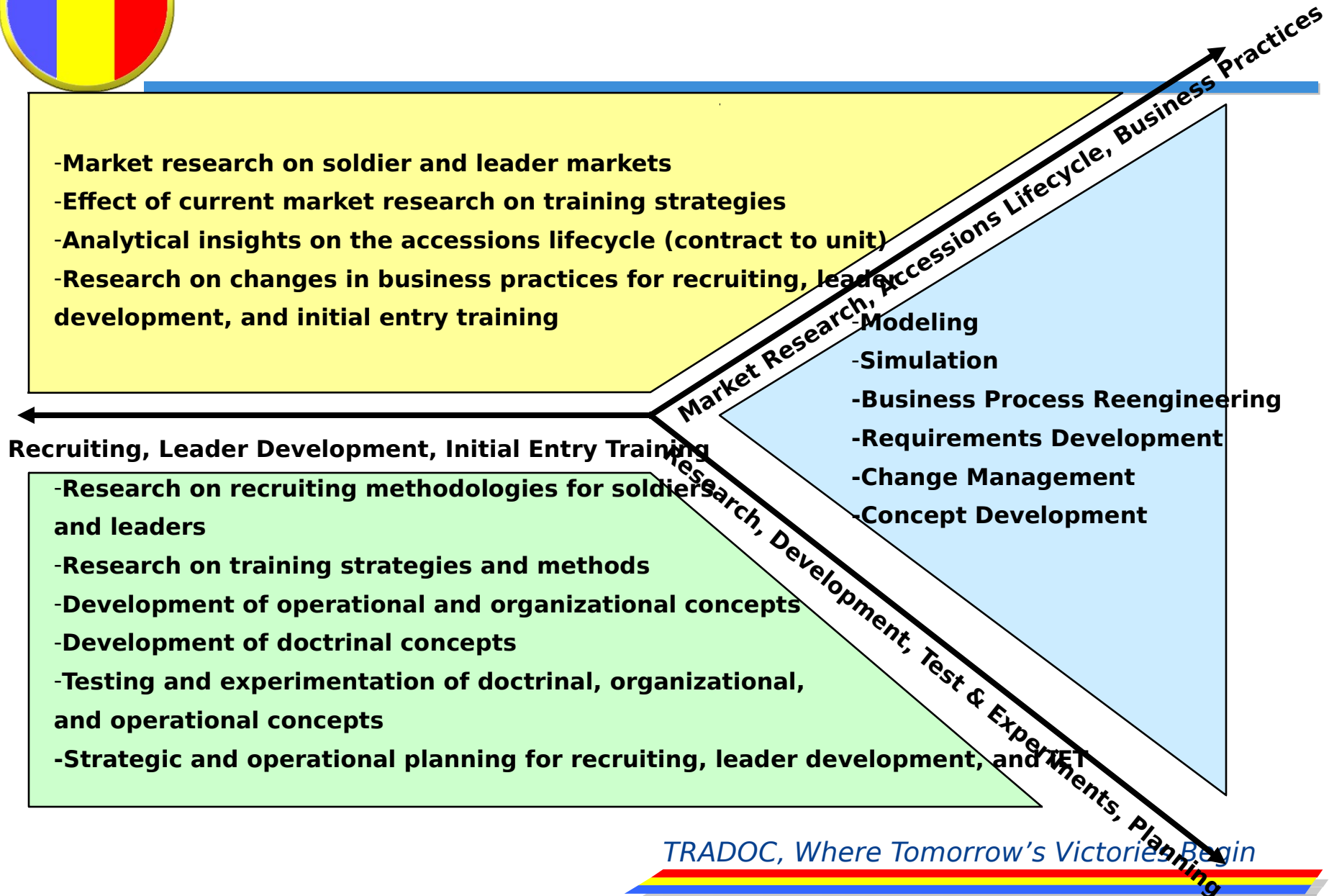
- **Futures (Development, Test, and Experimentation) (DTLOMS)**
  - Develop doctrinal concepts
  - Conduct tests and experiments
  - Develop requirements
- **Research (2-10 years)**
  - Market (prior to enlistment/contract)
  - Accession Lifecycle (contract to 1<sup>st</sup> unit)
  - Cadre
  - Mission and Requirements
- **Analysis (0-2 years)**
  - Market
  - Accession Lifecycle
  - Cadre
  - Mission
- **Strategic Plans (2-10 years)**
- **Quick Turnaround Analysis**
- **Data Warehouse Management**
- **Surveys**
- **Research Contract Officers**
- **Business Process Reengineering**
- **Training Strategies**
- **Strategic Management (TQM-here or RM?, Change Management)**
- **Executive Agent for Accessions Research Consortium?**
- **Links to:**
  - Command Planning Group (0-2 years)
  - Resource Management (POM Build)
  - Recruiting Doctrine Development
  - Training Doctrine Development
  - Leader Doctrine Development
  - FFRDC's
  - Army Research Institute
  - Multiple Staffs
    - DOD
    - HQDA
    - TRADOC (CAC, CASCOC, Battle Labs)
- **Responsibilities in retention arena?**

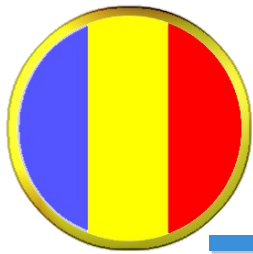
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# Organization Dimensions





# Function & Mission Key for Courses of Action

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## Functions

**Strategic Planning-SP**

**Concept Development-CD**

**Requirements Development-RD**

**Market Research-MR**

**Concept Test & Experimentation-CTE**

**Business Process Reengineering-BPR**

**Training Strategies-TS**

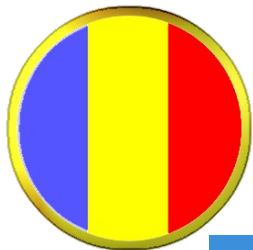
**Quick Turnaround Analysis-QTA**

## Mission Areas

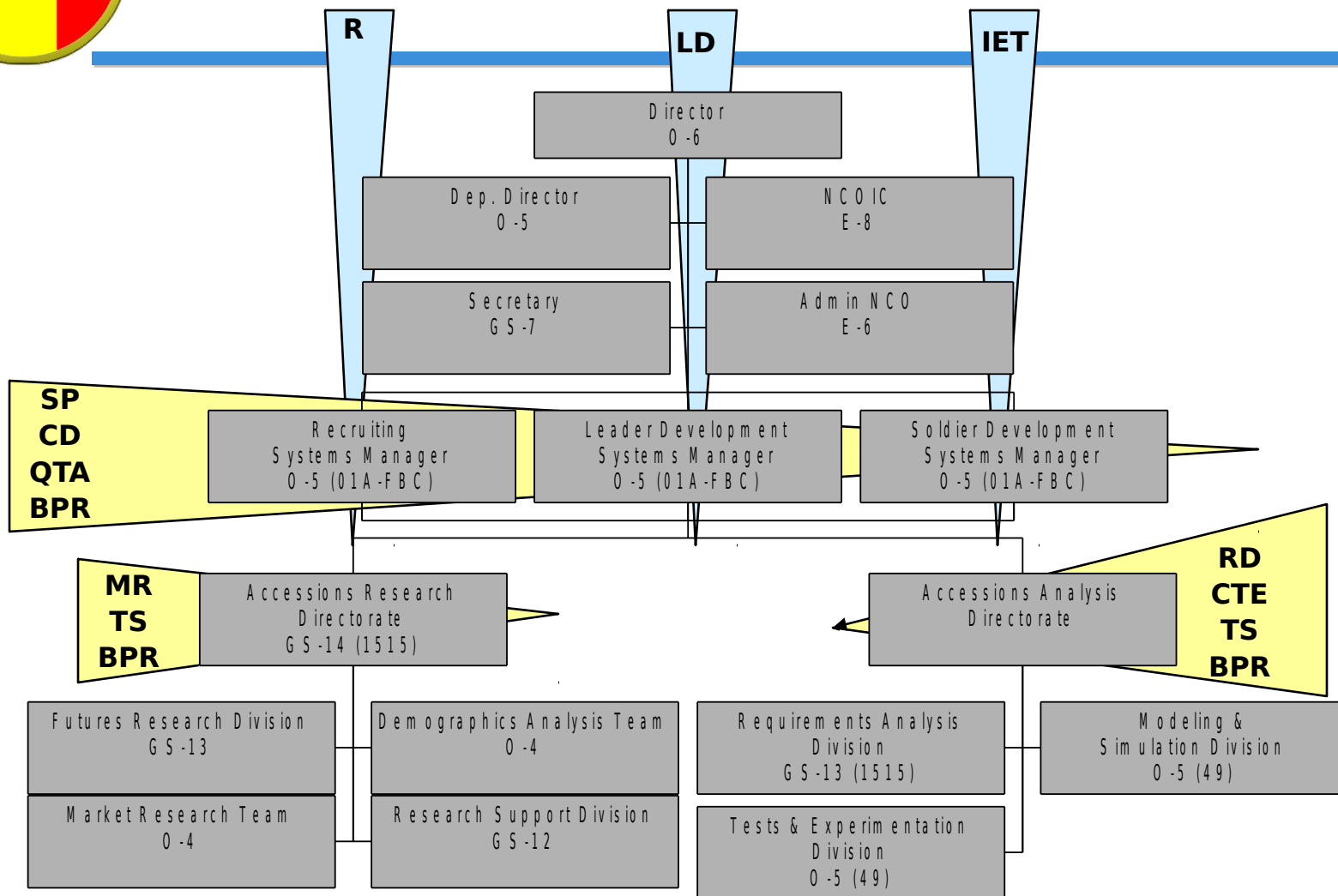
**Recruiting-R**

**Leader Development-LD**

**Initial Entry Training-IET**



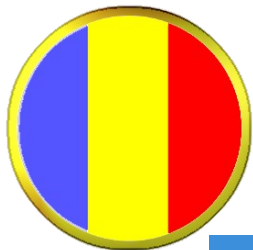
# Course of Action 1



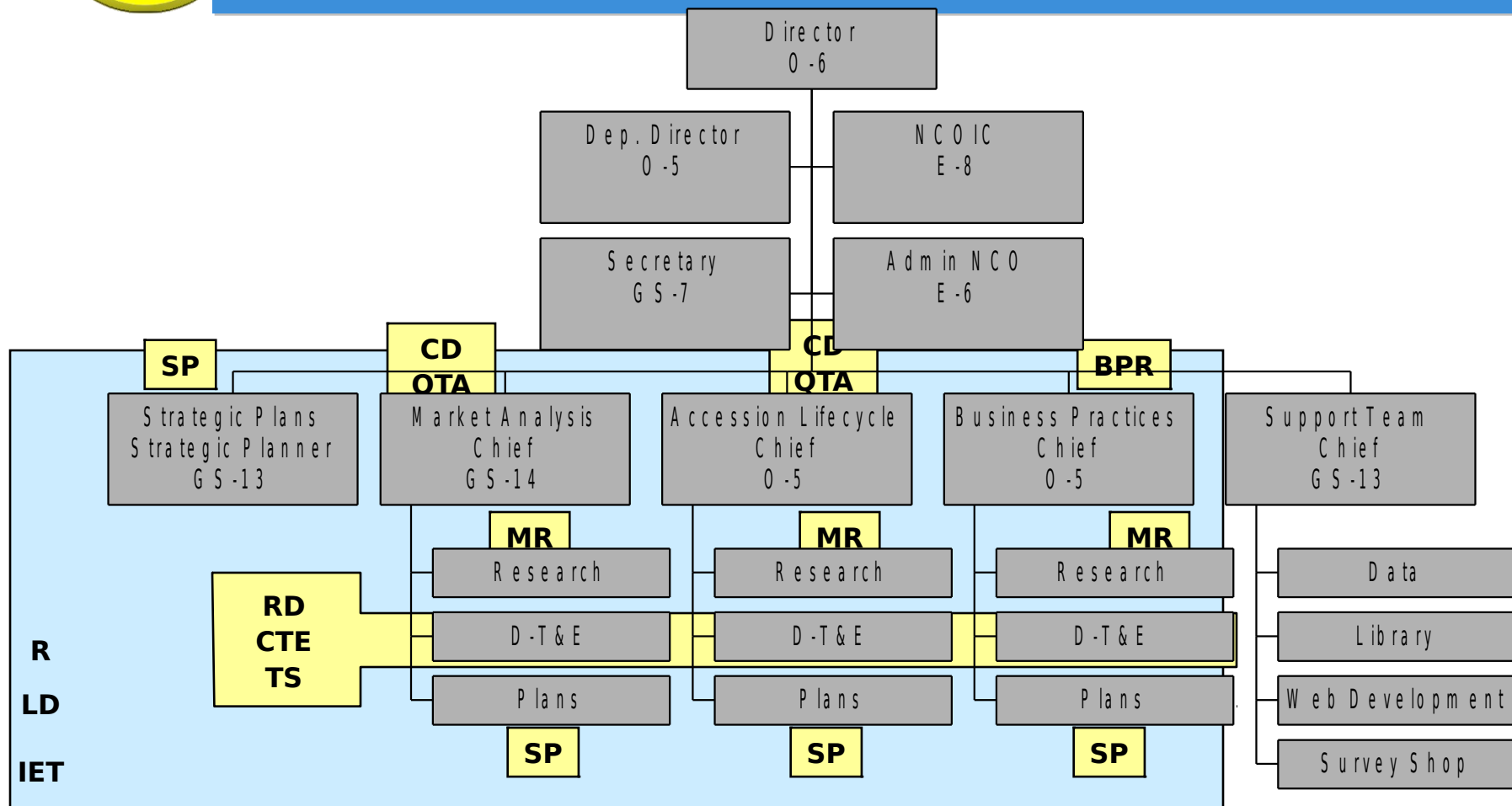
Functions

Missions

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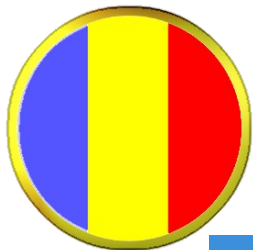
# Course of Action 2



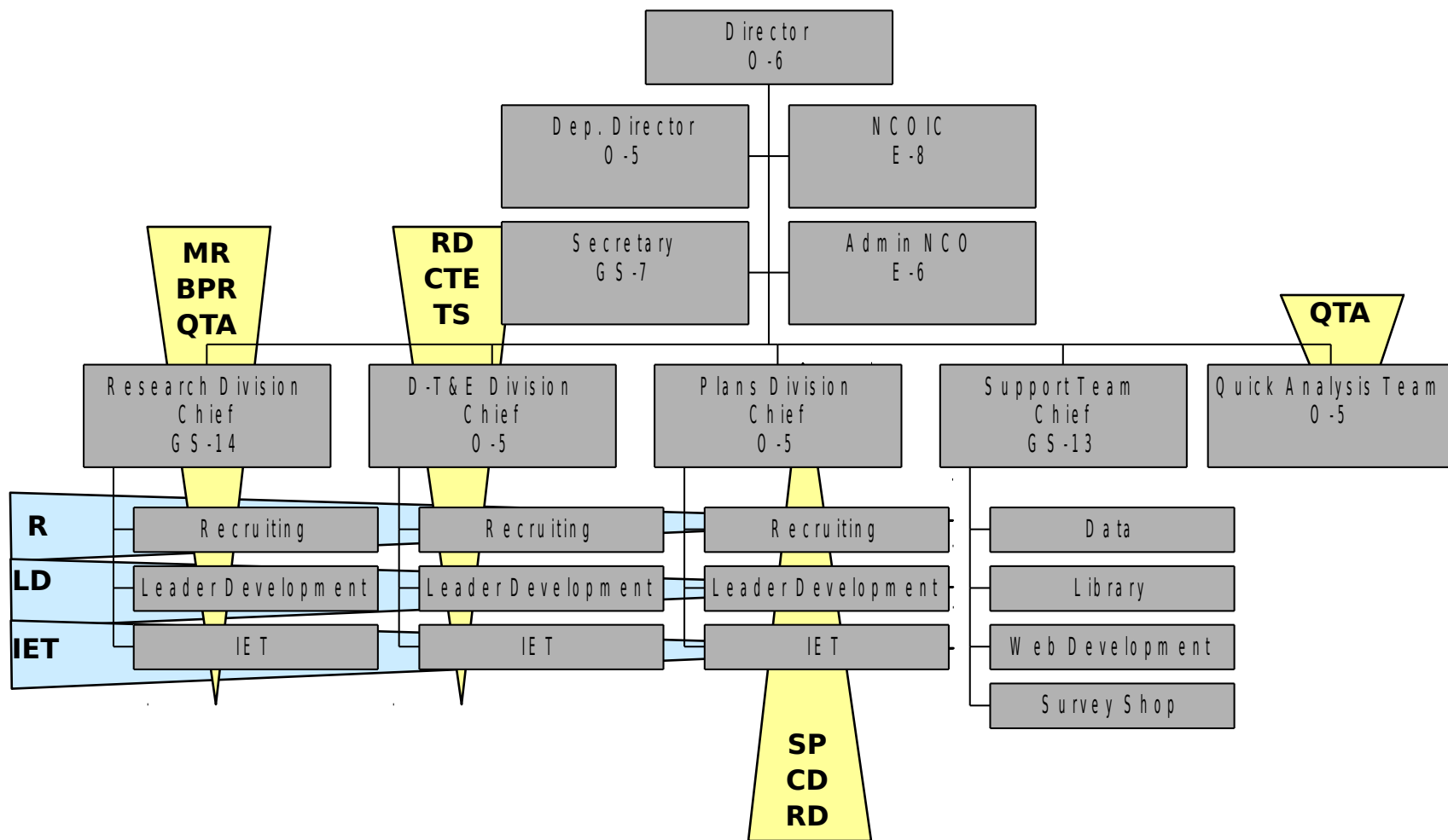
Functions 

Missions 

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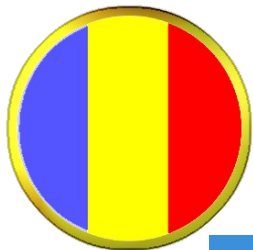
# Course of Action 3



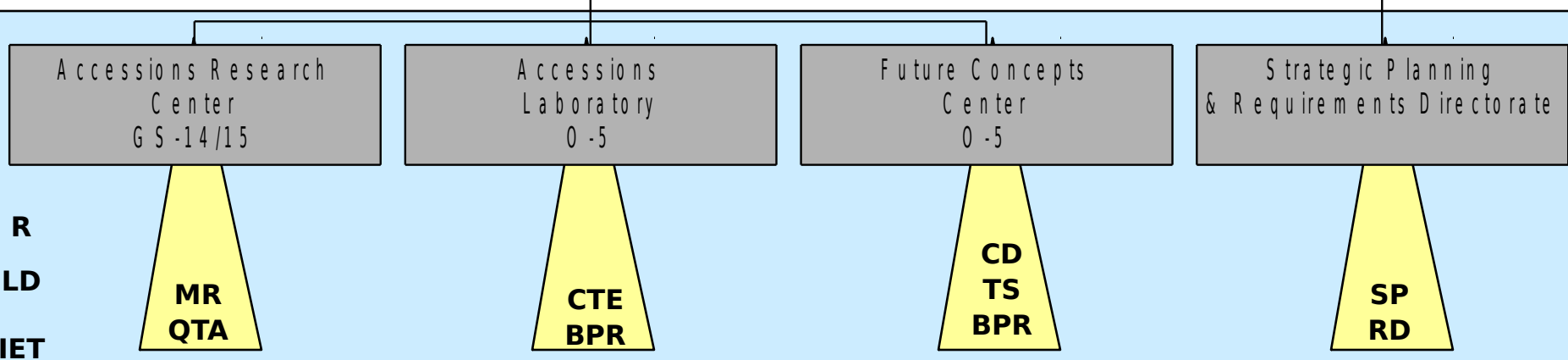
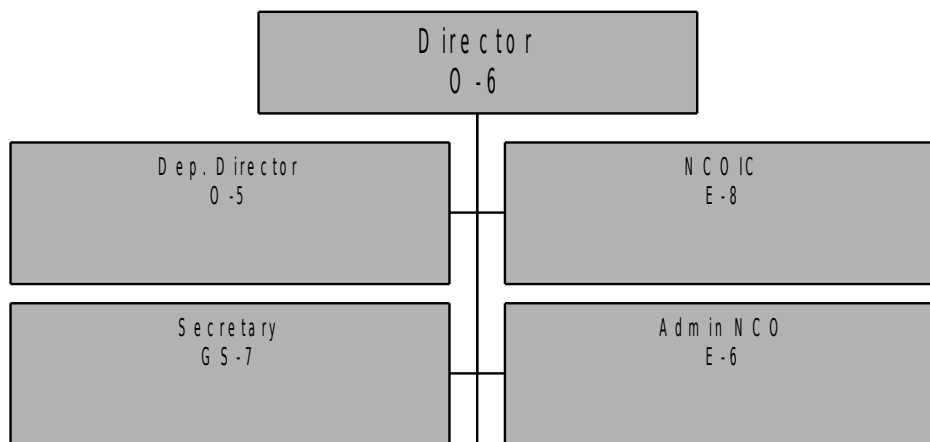
Functions 

Missions 

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# Course of Action 4



Functions ☐

Missions ☐

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